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Minutes, Arts & Sciences Professional Standards Committee Meeting, Tuesday, September 19, 2008

Arts & Sciences Professional Standards Committee

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Professional Standards Committee
Approved Minutes from September 19, 2008
12:30 p.m. CFAC 116

Next meeting: to be determined.

The meeting was convened at 12:30 p.m. in CFAC 116 by Susan Libby. Other faculty members present were: Anca Voicu, Julie Carrington, Fiona Harper, Alberto Prieto-Calixto, Elton Graugnard, Dana Hargrove, and Emily Russell. Dean Laurie Joyner was also present.

1. Agenda is attached.
2. Old Business
 - I. Minutes from April 22, 2008 were approved as revised.
 - II. D. Hargrove, S. Libby and Dean Joyner will meet to consider the creation of a merit pay appeals committee. We must reaffirm to the merit pay task force that we will be forming the appeals committee. The task force has several ideas on the implementation but we won't deal with it until we are sure what our role should be and the task force is behind schedule.
3. New business
 - I. F. Harper and S. Libby reported on the Family Leave Policy. F. Harper said that there have been no changes since she last met with Human Resources. Human Resources contacted Dean Joyner on the definition of a "qualifying event." They wondered if, for example, whether care for an elderly parent qualifies as an event. F. Harper said that the policy is meant to apply only to the acquisition of a child. (She used the word, "acquisition" intentionally to cover all of the ways one might acquire a child.) The care of a parent or an emergency involving the faculty member him/herself is covered elsewhere but we do need to clarify. The problem with specificity is under the extension of the tenure clock. AAUP has recommended since the 70s that there should be a one-year extension per child. Also in the guidelines is an allowance for an extension for a short-term disability. Thus, we probably should have such an allowance but not in this policy. An additional problem is that the extension is allowed when a faculty becomes the sole caretaker of a child. Dean Joyner wondered if it applies to a parent who becomes the sole caretaker of an older child because of divorce. F. Harper said that the intent was to be in within the first year of acquiring a child but maybe we should allow the extension in the case of a parent becoming the sole caretaker of an under six year old child. E. Graugnard said that in that case, we must take care with the wording or one parent could be the designated sole caretaker for a year then the other parent could take a year, etc. Dean Joyner suggested simplifying to only apply to the acquisition of a child. We agreed to remove the last two paragraphs of the section under, "Extension of the Tenure Clock." We also changed the "Definition of Eligibility" section to define it, then list benefits separately. E. Graugnard suggested we clarify, under eligibility, that the faculty must be the

sole caretaker at least 20 hours per week. F. Harper said she would make appropriate changes prior to the afternoon's meeting with Human Resources. Dean Joyner asked whether staff is covered and F. Harper said they are not because staff is not teaching required courses and they are not tenured.

- II. We approved the Cornell Distinguished Faculty Award (CDFA) committee. That is Yudit Greenberg and Claire Strom with John Sinclair as an alternate.
 - III. Marvin Newman has requested that the by-laws changes be made accessible in a timely manner.
 - IV. S. Libby said that we have to consider the question of PSC handling service learning grants, handled now by Mickey Meyers. It is to the school's benefit to have all grant proposals come to the PSC. F. Harper said that if we are going to review these, we should involve Mickey. Dean Joyner reminded us that we asked to do this last year and Mickey thinks it is a good idea. We could handle them similar to the way we handled technology grants last year where Les Lloyd came to the meetings. We might want two people from Community Engagement, Mickey and one who's teaching in that area. E. Russell wondered if it might be unwieldy to have two extra people. A. Prieto-Calixto asked who the faculty fellows are and how did they get chosen. F. Harper asked about deadlines and S. Libby said that applications are due in the Dean's office by October 17. F. Harper suggested that deadlines should be more general, e.g., the second Friday in October.
 - V. In setting a timetable for promotion without tenure, Dean Joyner suggested we follow the same dates as for promotion and tenure. We agreed that FEC should be involved.
4. Other business
- The grant review meeting is scheduled for Thursday, October 2 at 6:00 p.m. in the Bieberbach Room.
5. The meeting was adjourned at 1:45 p.m. The next meeting will be scheduled by email.

Respectfully submitted by Julie Carrington.